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Minutes of the OC Executive Board (U)

1 August 1978

(C) The following members were present:

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25X1A AGENDA ITEM #1: Report from Ops and Engineering on OSO
Memorandum of Agreement (C)

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1. (C) [REDACTED] to introduce the item. [REDACTED] distributed an updated version of the MOA draft containing corrections of some OSO titles, including all operational elements, less the national programs elements. Among other provisions of the new MOA, OSO is established as the focal point for liaison with NSA.

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2. (S) During discussion of the draft MOA, it was suggested that the wording of the MOA should show OSO as the focal point, in coordination with OC, for establishing COMINT activity and OC as focal point, in coordination with OSO, for providing ongoing support. This would be a continuation of existing patterns; e.g., [REDACTED] and third countries. In the event the NSA/OSO MOA results in NSA domination of OSO, OC should not thereby be dominated by NSA. OSO should be responsible for certifying clearances of NSA personnel. Test and inspection responsibilities should possibly be better covered. When OSO orders peculiar equipment, we need advance notice and, where additional test equipment is required, OSO should either provide it or allow sufficient time for

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OC to procure it. An objective is to have NSA deliver machine readable copy and exceptions to this should require negotiation. NSA combining of messages into a single internal message creates a problem of work load perception. This, and the resultant overtime impact on OC, should be addressed in the MOA.

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3. (C) [REDACTED] said he would have difficulty summarizing and concluding the discussion. [REDACTED] said there need not be a summary or ratification at this time. There is a need to meet again with OSO to obtain further agreement and then to return to the Board for final review of a revised MOA. [REDACTED] asked whether an OSO briefing on NSA/OSO relationships could be arranged. [REDACTED] said this could be arranged [REDACTED]

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AGENDA ITEM #2: Honors and Awards (U)

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1. (U/AIUO) [REDACTED] placed this item on the agenda as a follow-up to the letter from Mr. Blake. We appear to be handling honors and awards the way we should. [REDACTED] had asked CMD about honor and award correlation with grade. A CMD authored paper provided justification for the correlation of grade to level of honor award. There is no problem on correlation of grade to award when the Career Board looks at the level of contribution and this happens to result in the correlation with grade. There would be a problem if the award level were being determined pro forma by grade.

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2. (C) [REDACTED] mentioned that two of our recommendations had been overridden/upgraded by the Agency board. [REDACTED] stated that this was not based on grade considerations.

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3. (U/AIUO) [REDACTED] summarized -- the intent of the D/CO, to avoid pro form correlation of honors to grade, is known to the panel chiefs. This is mainly a retirement honors problem. OC statistics show that the honor level and grade correlation is justified by the level of contribution as detailed in the texts of the recommendations.

AGENDA ITEM #3: Opportunities for the Handicapped in OC (U)

1. (C) This item was put on the agenda [REDACTED]. There is a Public Law requiring access for the handicapped to public buildings. This law does not apply to private or military buildings. The Rehabilitation Act of 1973 concerns training and hiring of the handicapped. The Agency has an official program on training and

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25X1A hiring of the handicapped. Under the law and in the Agency program, the intensity of consideration for the handicapped is not in the same degree as under EEO. Technology has advanced to a point of providing many aids for the handicapped which were not available until quite recently. [REDACTED] was asked to prepare an OC plan.

25X1A 2. (C) [REDACTED] said that in addition to the laws, there is a Headquarters notice spelling out the DCI's commitment to the handicapped under Office of Personnel coordination. This notice requires emphasis on the hiring and utilization of the handicapped based on ability. The Agency plan deals with applicants as well as employees. There are Agency FY-1977/1978 plans for equal opportunity for the handicapped. The CWD draft plan for the handicapped was discussed with [REDACTED] the Agency Coordinator of the program for the handicapped, and she has indicated offices should operate under the Agency program rather than have individual plans.

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3. (U/AIUO) During discussions it was brought out that in the Agency program there is no reference to being competitive in a career field and that BYCELS includes criteria which deal with mobility of employees. The question of funding special modifications and equipment was touched upon. The Agency program is based on ability, not charity. It was pointed out that we are processing medical disability separations for some of our people and it would appear inconsistent to be simultaneously hiring new people with the same, or similar, disabilities or handicaps. The existence of our system of rotational assignments would make it very difficult and expensive for OC to implement a program involving hiring of handicapped individuals who require building modifications, special purpose equipment installations, or the use of installed special equipment. It was also noted that OL, or other than OC organizations, generally have the responsibility for construction.

4. (U/AIUO) It was concluded that primary responsibility for hiring the handicapped lies with OP and that responsibility for building provisions to accommodate the handicapped lies with OL or other than OC. If we have candidates who are qualified to perform an OC function on a competitive basis, they should be hired [REDACTED]

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APPROVED:

[REDACTED]
Secretary

Director of Communications

8-8-78
Date

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